

**Black Workers in American Society**  
**37:575:303:01**  
**Wednesday, 7:15 pm to 10:05 pm, LEC Rm 115 or 130-131**

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By appointment, if before or after class does not work well

**Labor Studies and Employment Relations Department Goals:**

This course will examine the evolving position of black workers in the US. economy and demonstrate understanding of the perspectives, theories and concepts in the field of labor and employment relations. We will evaluate the context of workplace issues, public policies and management decisions. Demonstrate how to apply concepts and substantive institutional knowledge of contemporary work developments and relevant theories of particular work situations necessary for effective work performance.

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**Course Learning Objectives:**

**Goal A:** Analyze the degree to which forms of human difference shape a person's experiences of and perspectives on contemporary issues.

**Goal D:** Analyze contemporary issues of social justice.

**Goal M:** Understand different theories about human culture, social identity, economic entities, political systems and other forms of social organization.

**Goal N:** Employ tools of social scientific reasoning to study particular questions or situations, using appropriate assumptions, methods, evidence, and arguments.

**Grading Criteria:**

*Credit also extended for attendance and in-class contributions (group discussions). Please note that excessive unexcused absences will lower your grade. Unexcused absences in excess of 3 classes may result in a failing grade.*

- 05 Points Ice-breaker
- 15 Project Implicit (IAT Survey: Skin Tone/Race, Gender and Religion)
- 10 Points Paper and Informal Affirmative Action Debate
- 10 Points Interview
- 20 Points Mid-term Exam
- 40 Final Exam

**Laptop/Recording Policy:**

- Laptops use is permitted for coursework in this class only. Students are not permitted to record, videotape, or photograph any classroom lecture or activity, absent prior express consent and authorization by the Instructor.

**Course Materials:**

Course reading materials may be found on Sakai under "Resources," and assignments may be found on Sakai under "Assignments." The instructor reserves the right to supplement, substitute, and/or modify the listed reading selections.

**Week 1: September 5, 2018**

*Course Overview*

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Introduction: Discussion of key themes and concepts used throughout the course

## Week 2: September 12, 2018

### Assignment Due: Icebreaker

*Understanding Racial Economic Stratification in the US.*

*Lets Talk About Race: Film "A Class Divided"*

### Readings:

1. Spivack, Amer. Sociological Assoc., "Race, Ethnicity, and the American Labor Market: What's at Work?"
2. Russell Sage Foundation, "Equal Employment Opportunity in America"

## Week 3: September 19, 2018

*The Historical Formation of Race and Work in US. Economy: Post-Emancipation*

Documentary "Unchained Memories: Stories from Slave Narratives"

\*Readings: Steinberg, "The Reconstruction of Black Servitude After the Civil War"

Video: Jim Crow Laws

## Week 4: September 26, 2018

### Assignment: Skin Tone/Race IAT Survey

*The Historical formation of Race and Work in US. Economy: The Industrial Era*

### Readings:

1. Nelson, "Divided We Stand: American Workers and the Struggle for Black Equality. Introduction"
2. Katznelson, When Affirmative Action Was White, Chapter

## Week 5: October 3, 2018

### Assignment: Religion IAT Survey

*Black Workers, Labor Unions and the Civil Rights Movement*

Readings: Honey, "Labor and the Civil Rights Movement at the Crossroads: Martin Luther King, Black Workers and Memphis Sanitation Strike"

Film "At the River I Stand"

## Week 6: October 10, 2018

### Assignment Due: Interview

*Working Class and Poor Blacks*

### Readings:

1. Isaacs, "Economic Mobility of Black and White Families"
2. Kozol, "Shame of a Nation"

## Week 7: Mid-Term October 17, 2018

## Week 8: October 24, 2018

*Black Workers, Education and Management Professionals*

### Readings:

1. McIntosh, "Male Privilege: Unpacking the Invisible Backpack"
2. Collins, "Black Mobility in White Corporations"

## Week 9: October 31, 2018

*Access to Work*

EEOC: [HTTP://www.eeoc.gov/eeoc/newsroom/release/7-28-15.cfm](http://www.eeoc.gov/eeoc/newsroom/release/7-28-15.cfm)

1. Bertand and Mullainathan, "Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment of Labor Market Discrimination"
2. Pager, "The Mark of a Criminal Record"

## Week 10: November 7, 2018

### Assignment Due: Gender IAT Survey

*Behaviors that influence gender equity and earning potential*

### Readings:

1. Economic Policy Institute: "Black-White Wage Gaps Expand With Rising Wage Inequality"

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2. Ortiz and Roscigno, Discrimination, Women, and Work: Processes and Variations by Race & Class”

### **Week 11: November 14, 2018**

**Assignment: Presentation - Affirmative Action Debate on Education**

Equal Employment Opportunity Commission (EEOC)

*Institutionalized and Structural Exclusion*

#### Readings:

1. Kasinitz and Rosenberg, “Missing the Connection: Social Isolation and Employment on the Brooklyn Waterfront”
2. Chima and Wharton, “African Americans and the Workplace: Overview of Persistent Discrimination”

### **Week 12: November 28, 2018**

**Assignment: Presentation - Affirmative Action Debate on Employment**

*Black Workers, Education and Management Jobs*

#### Readings:

1. Dickerson, “Black Employment, Segregation, and the Social Organization of Metropolitan Labor Markets”  
(read up until the “Data and Methods Section)

### **Week 13: December 5, 2018**

**Assignment: Presentation - Affirmative Action Debate on Gender**

**FINAL REVIEW**

*Understanding Discrimination and Social*

#### Reading:

1. Quane, Julius Wilson and Hwang, “The Urban Job Crisis”

### **Week 14: FINAL EXAM (TBD)**